

Welcome to the team.

A guide to applying to Rapid Response

Frontline Operations

Rapid Response Medical Services Ltd

is a national CQC registered ambulance service, based in Staffordshire with operations around the UK.

Rapid Response provides both emergency and non-emergency ambulance services to a range of NHS and private customers, throughout the UK.

Rapid Response has a leading pre-hospital care training academy in Staffordshire and we are registered as an apprenticeship provider with the Education and Skills Funding Agency.



Education & Skills
Funding Agency



FutureQuals



Apprenticeships



qualsafe
awards



Care Quality
Commission



iaa independent
ambulance
association

Joining the team

Rapid Response firmly believe that our people are what make us great and as such we take great pride in having a very comprehensive and thorough recruitment and onboarding process.

We make no excuses that it's thorough, but we will support you through the process and can assure you it is well worth it as you'll be joining an organisation that puts people first.

Below is our process for recruiting qualified staff:

1

Application Form Received

This is your first chance to shine! We receive lots of applications so please take your time and really sell yourself.

2

Application Review

A member of our recruitment team will review your application to check it meets our requirements. You will be notified of the result.

3

Assessment Day

This is your chance to meet us and our chance to meet you. It's a comprehensive day but we have some fun along the way. Find out more about what is involved later in this guide.

6

Mandatory E-Learning

We take a standardised view to mandatory training and use a mix of E-Learning and face to face. You will be required to complete some E-Learning in your own time, regardless of other e-learning you may have done elsewhere.

5

Compliance

This is the serious stuff! Our compliance team will work with you to ensure you are fully compliant to NHS Gold Standard. You can find more information about what we need from you later in this guide.

4

Assessment Review

Our panel review each assessment day and make a decision about the progression of each applicant. You will be notified of the result.

7

Induction Course

You're nearly there! We now invite you to our training academy for a 2-day induction. You will meet the team, learn our systems, vehicles, equipment and processes, and be issued with your uniform, PPE and ID card.

8

Welcome Shift

The final piece of the puzzle! You will now start your first operational shift on your chosen base with one of our Paramedic Team Leaders (PTLs).





Assessment Day

The assessment day is your chance to meet us, meet our team and find out if Rapid Response is the right organisation for you. It is also our chance to meet you and ensure you meet our high standards. Our assessment days are usually held on a Saturday at our National Training Academy in Cannock, Staffordshire.

During the assesment day, you will be provided with food and refreshments in a welcoming atmosphere.

Here is what you can expect.

- 1. Introduction** - This is a welcome from us with a brief oversight of what we are about and what to expect throughout the day.
- 2. Group Discussion** - This is our chance to see how you communicate as a group, you will be given a topic and asked to discuss as a group.
- 3. Individual Interview** - This is a face to face short individual interview. Please ensure you have researched the company and key industry regulations.
- 4. Fitness Test** - This is a short and realistic test of your physical fitness to be able to safely carry out the role.
- 5. ILS/ALS Assessment** - You will work in pairs to conduct an assessed ILS/ALS assessment working to your skill grade. This is a pass/fail exercise.
- 6. Patient Assessment** - You will work alone to conduct either a medical or trauma patient assessment from a list of pre-selected scenarios tailored to your skill set.
- 7. Driving assessment** - During your assessment day you will take part in a short driving assessment that may or may not include a response drive. This will be completed by a member of our driver training team.





Preparing for your fitness assessment

A good level of physical fitness (including lifting and carrying) is required to be able to safely undertake a range of operational tasks required by ambulance crews when responding to a patient's needs.

It is advised that you ensure that you are sufficiently prepared for this level of activity which may require you to improve your cardiovascular fitness, core strength and flexibility. As part of the assessment, you will be required to demonstrate the following:

- Resting heart rate: <90 bpm
- Blood pressure: <160 systolic <95 diastolic
- Resting respiratory rate: <20

The fitness test will require you to comfortably be able to complete short intervals of cardiovascular exercise which could include stepping or a brisk walk carrying medical bags and/or equipment. Following this, you must also be able to perform sets of effective chest compressions for periods of up to two minutes. Once you have completed the above, you must also be able to evidence hand grip strength and the safe lift and carry of a mannequin on a standard carry chair.

You must be able to safely complete all aspects of the fitness test with no negative effects.

What to bring with you?

Please bring the original copy of the following documents with you on your assessment day:

- Enhanced DBS (if already on the DBS update service)
- Proof of Address (within 3 months)
- Passport or Right to Work
- Original Clinical Qualification
- Original Blue Light Driving Qualification
- Driving Licence

What to wear

Practical activities will require you to be able to move freely so please ensure you wear comfortable clothing and suitable footwear. Please consider that you will be undertaking a fitness test. There are changing facilities available.





Compliance

Compliance is an important part of becoming a health care professional. There are a number of steps involved to ensure you are fully compliant.

- **Enhanced DBS Check** - It is a requirement of your contract to maintain an Enhanced DBS check on the DBS update service. If you are not already on the service Rapid Response will fund your first DBS but you must register and continue to renew your DBS update service check. We will check your DBS every week using the DBS update service.
- **Referencing** - Rapid Response require a full 3-year work history and we must gain an official reference from each employer within this period. Any gaps must be explained and evidenced.
- **Occupational Health** - A full occupational health screening is required, and proof of Identified Validated Samples (IVS) are required to EPP standard. This can be provided by our in house health service provider.
- **Driving Licence** - No more than 6 penalty points are accepted. We utilise an electronic driving risk, training and licence checking system that you will be required to sign up for. We will then perform regular checks on your driving licence (at least every 3 months.)
- **Professional Registration Checks** - For registered health care professionals our system performs weekly checks against the various registers to check for any new information.
- **Contract Specific Requests** - For a number of our NHS customers we have to go through a "PIN" request process, where we supply certain information to the trust to gain their approval for you to work on their contract.
- **Right To Work** - We need to verify your right to work status by either seeing an original UK passport or immigration documents.
- **Proof of Address** - We need to verify your address by seeing an original dated utility bill or bank statement, dated within 3 months.

